

## DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; the proponent agency is TRADOC

### DATA REQUIRED BY THE PRIVACY ACT OF 1974

**AUTHORITY:** 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397  
**PRINCIPAL PURPOSE:** To assist leaders in conducting and recording counseling data pertaining to subordinates.  
**ROUTINE USES:** For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.  
**DISCLOSURE:** Disclosure is voluntary.

### PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank/Grade	Social Security No.	Date of Counseling
Organization		Name and Title of Counselor	

### PART II - BACKGROUND INFORMATION

**Purpose of Counseling:** (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

To:

- Discuss Unsatisfactory Progress during the Monthly Weigh-in IAW AR 600-9.
- Attempt to discover cause of non-compliance.

### PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

#### Key Points of Discussion:

On (Date) \_\_\_\_\_, you were weighed and taped during the monthly weigh-in and found not to be in compliance with AR 600-9. The results were as follows:

1. Previous month weight	Current month weight	Loss of lbs.
_____	_____	_____
2. Previous month Body Fat %	Current month Body Fat %	Loss of Body Fat %
_____	_____	_____

You have lost/gained \_\_\_\_% of Body Fat since your last weigh-in.

You have lost/gained \_\_\_\_lbs. since your last weigh-in.

You have not made satisfactory performance for this month. Should you fail to achieve satisfactory progress for 2 consecutive months, you may be separated from the service.

### OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment (*other than rehabilitative transfers*), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

**Plan of Action:** *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).)*

- Monitor soldiers progress on the program.
- Conduct assessment of this counseling next month.
- Discussed possible courses of action with soldier.
- Soldier received and signed the Statement of Notification for continued substandard performance IAW AR 635-200, para 1-18(a).

Soldier gave the following reasons for poor performance during this weigh-in:

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**Session Closing:** *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual ☐ I agree ☐ disagree with the information above.

Individual counseled remarks:

Signature of Individual \_\_\_\_\_ Date: \_\_\_\_\_

**Leader Responsibilities:** *(Leader's responsibilities in implementing the plan of action.)*

- Continue to encourage soldier to achieve the standard.
- Monitor soldiers performance.

Signature of Counselor: \_\_\_\_\_ Date: \_\_\_\_\_

#### PART IV - ASSESSMENT OF THE PLAN OF ACTION

**Assessment:** *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

Counselor: \_\_\_\_\_ Individual \_\_\_\_\_ Date of \_\_\_\_\_

**Note:** Both the counselor and the individual counseled should retain a record of the counseling.